2006 Mentor Recruitment Survey Results

The Center for Applied Research Solutions (CARS) created an online mentor survey to poll the motivations and needs of mentors in order to provide the field with research based guidance on the best strategies for recruiting mentors, especially males.

The following programs had mentors that participated in the survey:

100 Men Association of University Park
ARK
Aspen Community Services
Barnabas Ministries
Best Friends Mentoring Program
Big Brothers Big Sisters of America
Big Brothers Big Sisters of San Francisco
Big Brothers Big Sisters of Lorain County
Big Brothers Big Sisters of Santa Clara
Big Brothers Big Sisters of the Bay Area
Big Brothers of the East Bay
Big Brothers Big Sisters of Oremi
Big Brothers Big Sisters of Silicon Valley
Big Brothers Big Sisters of Sonoma County
Bresee Foundation
CADA
CASA of Ottawa County
Catholic Big Brothers Big Sisters of Los Angeles
Circle Urban Ministries
City of La Mesa, Community Services Department
Cordova Gardens Elementary
COTS
Council of Drug and Alcohol Abuse
C-U One-to-One
CYS Mentoring
Douglas Cherokee Authority Hispanic Mentoring Program
Dream, Inc. TMP
EHC Lifebuilders
Emergency Housing Consortium
Family Care Network
Family Connection
FCNI
Fighting Back Mentor Program
Five Points
Foshay Learning Center mPlay
Franchise Tax Board
Friends of Walla Walla
FYCC
Geico
Girls, Inc.
Girls, Inc. of Holyoke
Give Every Child a Chance
Glide Memorial Family
Goodwill
Health Professions Academy
Helpline’s Pathways
Higher Horizons
Hispanic Mentoring Program
HK Mentor Program
Holy Family Institute
Horizon’s Mentoring Program
I Have a Dream Foundation
I Have a Dream Foundation, Los Angeles
I Have a Dream Foundation, Houston
Independence
Invest in Kids
Journey
Juvenile Enrichment Through Mentoring Program
Kinship of Greater Minneapolis
Mentors, Inc.
Mentor Link
Mother Net LA
Mentors Plus, Family Connections
mPlay
MSUE Journey
Nuview Mentor Program
NFL Youth Education Town
Nutmeg Big Brothers and Big Sisters
Operation JumpStart
Pathways
Power 4 Youth
Project JEM
Project Together
Providence Community Services
Queen City Best Friends Program
San Diego Youth and Community Services
Schools Partnership Program
SDYCS
Shasta Family PlusOne Mentor Program
Spectrum Youth and Family Services
Squaxin Island Tribe
Teen Choices San Diego
Tehama County Department of Education
Tehama County Mentoring Program
The Arc of Omaha Just Friends Program
The Midlands
Transitions Mentoring Project
Villa Maria
Westway Gardens
YET
YMCA
YMCA Arc Program
YMCA Building Futures Program
YMCA PlusOne Mentor Program
YMCA Mentor Duluth
Youthworks!

Thank you to all of the programs that motivated their mentors to participate!
The following is a short summary of the information gathered from the mentor recruitment survey completed by mentors. Approximately 658 mentors completed the survey which will be used to create a succinct report on mentor motivations. The information gathered will also be used to create the training curriculum for our upcoming regional symposium training: Recruiting Mentors. Please check our website for training dates and locations.

All information was self-reported and anonymous.

**Mentor Demographic Information**

**Age:**
- 18-26 40%
- 27-35 18%
- 36-44 13%
- 45-53 13%
- 54-62 10%
- 62+ 6%

- 85% of the respondents are over the age of 18.
- 66% of the respondents are female and 34% are males.
- 57% of the respondents are single, 36% are married, and 7% are divorced.

**Ethnicity:**
- African American 5%
- Native American 1%
- Asian American 6%
- Pacific Islander 1%
- Caucasian 67%
- Hispanic/Latino 15%
- Other 5%

**Education Level**
- High School 21%
- Trade School 2%
- College 53%
- Master’s Degree 20%
- Ph.D. 4%

**Mentoring Experience**
- 25% of the mentors that completed this survey have been mentoring less than 6 months
- 22% have mentored less than one year
• 6% have mentored less than two years
• 8% have mentored for three years
• 9% have mentored three to five years
• 6% have mentored five to ten years
• 1% have mentored 11 to 25 years.

Meeting Frequency
Once per week 61%
Twice per month 20%
Once per month 8%
Other 11%

Recruitment Strategy
• 23% of mentors were recruited by a friend
• 12% from a coworker
• 11% from the internet
• 9% from the newspaper
• 5% from the television and from a flier
• 3% from a relative
• 1% from a significant other

However, 37% of the respondents stated that they heard about the mentoring opportunity from other sources:
• Church
• School
• Teacher
• Don’t really remember
• Radio
• Work

Volunteer Hesitations
When asked what their top three hesitations were in becoming a mentor, the responses included:
1. time commitment
2. unsure of what to do at each meeting
3. potential mismatch

Mentor Motivations
When asked why they wanted to become mentors, the number one reason was to make a difference. Participants also responded with other reasons:
• use their time in a meaningful way
• work with youth
• get involved with the community
• have fun
• pass on their experiences
• provide academic support
• create shared interests/hobbies
• develop one-on-one work
• support the program
• meet other volunteers

Youth Experience
When asked whether or not they had previous experience working with youth, 78% stated they had and 22% stated they had not.

Open-Ended Question Responses
Ideal Mentoring Program
The mentors were asked to share their opinion on what components they thought would make an ideal mentoring program. Below are the most common responses:
• Program Support – support from the program staff
• Proper, initial mentor training
• Screening
• Communication between program staff and mentors
• An effective matching process
• Creating a mentor network for support and socialization
• Having a specific and succinct program structure

Referring Peers
When asked what the current mentors would tell others that are interested in becoming mentors, they responded:
• Encourage them to become a mentor. “If you have the time and can put forth the effort, it is an amazing experience that you won’t regret and gives you the opportunity to get to know the youth in your community. It also makes you feel good…knowing you are making a difference in within the community.”
• “It’s a great experience!”
• It’s a big time commitment, but worth it.”